**SIM Leadership Development Initiative**

**Concept Paper**

**Goals**

The goals of the Maine SIM Leadership Development Initiative are (1) to establish a shared vision and a plan for sustainably providing leadership opportunities to develop the skills of health care providers needed to support the accomplishment of SIM Triple Aim goals to improve health and health care in Maine; and (2) to build the capacity of health care leaders to successfully manage and sustain the transformational changes occurring in our health care system.

**Objectives:**

The SIM Leadership Initiative will achieve its goals through two primary objectives:

1. Engage key health care stakeholders in a planning process to develop a shared vision and strategic plan for developing the leadership skills needed for health care providers and leaders to help Maine achieve the Triple Aim and advance the health of our state. The planning process will include the following:

* Identify the knowledge and skills needed by health care providers to lead and sustain transformative change
* Build buy-in across a wide range of organizations and professions
* Identify a sustainable plan for developing provider leaders who have the knowledge, skills, systems awareness, confidence and common vision needed to lead the transformation of health and healthcare of Maine, including identifying the financial commitments and potential funding sources to support ongoing leadership development programs

1. Provide one or more leadership development opportunities for health care providers focused on supporting successful change management – i.e. offer a program that develops skills needed to manage and sustain the transformational changes occurring in health care - preferably using an existing Maine leadership development program. The program will focus on building change management skills – e.g. :
   * Articulating a vision
   * Strategic thinking and planning
   * Adaptive leadership
   * Teamwork
   * Effective communication and crucial conversations
   * Adopting and sequencing change

The leadership development program will include the following attributes/methods:

* Focus on applied learning opportunities
* Self-assessment of participant needs, skill levels, and expectations
* Group meetings to harness the power of the group to develop strategies and techniques
* Web-based learning through webinars or on-line presentations
* Mentoring/ coaching
* Collaboration with SIM partners

**Program Evaluation**

The SIM Leadership Development Initiative will be evaluated through the following measures:

1. Establishment of a plan for sustainable leadership development
2. Evaluation of the experience of participants in the change management leadership development program, including assessment of program effectiveness by participants and sponsors. This will include an assessment of how well the program prepared them to lead through transformational change the learning it provided to help leaders successfully implement change; and the tools that it provided to do so.